

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Career Training Task Force Report - March - April 1983

FROM:

Chief, Career Training Task Force
626 Chamber of Commerce

EXTENSION

NO.

DD/A Registry

83-0452/2

STAT

DATE

11 May 83

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TO: (Officer designation, room number, and building)

DATE

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OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. ~~DDA Registry~~
7D18 Hqs 82/004

12 MAY 1983

12 MAY 1983

JH

2. DDA

13 MAY 1983

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3. A/DDA
7D24 Hqs

13 MAY 1983

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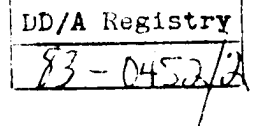
B.A. - cc to
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FILE: 18-7

C O N F I D E N T I A L



11 May 83

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA : Executive Director

FROM :
Chief, Career Training Task Force

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SUBJECT : Career Training Task Force Report -
March and April 1983

Summary. More CT applicants were interviewed, screened and assessed during March and April than in any similar period in recent years. However, the number now being put into processing has only begun to be at the level which will give us the CT entry on duty numbers we seek. The quarterly CT entry class in October should reflect this upsurge. Meanwhile, the average processing time from acceptance of a CT application until full clearance for entry on duty should continue to shorten, as causes of unnecessary delays and redundancies continue to be identified and corrected.

There continues to be a constructive and close working relationship with the Office of Personnel, Security and Medical Services. I have seen this reflected at Headquarters during this period. I have also seen it in recruiter offices

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1. CTTF Resources.

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C O N F I D E N T I A L

Equipment. A WANG ALLIANCE Word Processing and Mini-Computer System has been ordered; funds have been committed for its purchase. It should be ready for use in May 1983.

2. Recruitment.

As we get farther into the chase for larger numbers of CTs we more frequently hear concern expressed that larger numbers of CTs will mean that the quality of CTs will diminish. A recently heard apocryphal example of this is: A senior DO annuitant has prevailed upon "the system" to accept as a CT a friend's daughter who has been rejected once for having failed a CT test battery. This simply is untrue. In fact, rather than standards slipping they may be being applied more and more rigidly. Our statistics show that Office of Security disqualifications of CT applicants tested or investigated has been at 17% in fiscal year 1982 and 17% thus far in fiscal year 1983. In fiscal year 1980 and 1981 that figure has been at 12%. In fiscal year 1979 it was at 10%. Disqualifications on the basis of the Professional Applicant Test Battery has crept up from about 34% to about 46% in the most recent fiscal years. Where psychological assessments of CT applicants in recent years have resulted in recommendations that about 50% be disqualified that figure in the first half of fiscal year 1983 has been at about 63%. The cause for these increased casualty figures does not appear to be a poorer quality of CT applicant. It more likely is an unintended creep toward more severe interpretation of existing criteria. If that be the case we will draw that tendency back somewhat -- which may take us back full circle to the cry from the uninformed that our standards are being compromised.

There continue to be two problems besetting our recruitment efforts. The first is that the number of CT applicants files being put into processing is only now approaching the number needed to assure a CT intake of [] a year. To get that number we must open at least [] CT applicant files each month. April, when [] CT applicant files were received, was the first month that we have reached or gone beyond that number.

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The second problem relates to the first. The processing time for CT applicants remains too long. The processing time will be reduced by involving more people in interviewing, testing and assessing, increasing automation in the processing system, bring CT applicants to Washington more quickly and, where possible, once rather than twice.

As of 13 April [] had entered the CT Program in fiscal year 1983. (Some of this number were from within the Agency.)

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3. Academic Associate Program.

This program is expanding quietly and effectively. More referrals are coming to us from university contacts. Those CTF officers visiting campuses are seeing something of a subtle mood change on a number of campuses. There is a more critical atmosphere of the Agency (and of Government) at some universities.

C O N F I D E N T I A L

4. Training.

The Operations Course, now at about the mid-course point generally appears to be going smoothly. However, one internally sponsored officer is doing very poorly and may be withdrawn from the course. All but 2 of the 19 instructors to be assigned [] this summer have been identified and accepted for assignment. (The remaining 2 should be identified in May.) Significantly, all but one of the new instructors are coming directly from foreign field assignments; the other is coming from []. The average age and grade of the instructor cadre [] will both come down with the summer transfers.

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5. Conclusion.

The CTF is now adequately staffed. We are assured of the money we need. We are located where we should be in order to function most efficiently. A greater number of highly qualified CT applicants are being placed in processing. Processing time is coming down. There are increasingly fewer mishandled cases. The number of CT applicants fully cleared for entry on duty should be at a level by the fall of this year to assure that our recruitment goals will be met.

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C/CTTF/SHR:jmm (11 May 83)